

Leadership

...the ability to problem-solve is power. The ability to interact – to effect conciliation, compromise, team spirit...that is power.... You don't have to conform to some stereotype of a tough-minded executive in order to have and use power. In the final analysis you have to be yourself.

~ Colombe Nicholas

Developing Power

Lesson Six

1. What is Power?



A. Capacity to produce effects on others

B-1. Followers and informal leaders

B-2. Formal leaders

C. Fact of life in modern organizations

D. Evokes mixed and often passionate reactions

Use power to help people. For we are given power not to advance our own purposes nor to make a great show in the world, nor a name. There is but one just use of power and it is to serve people.

~George Bush Sr.

2. Five Sources of Power

A-1. Socialized power

A-2. Personalized power

B. Ability to give

C. Fear and punishment

D. Formal authority

E. Specialized skills, knowledge, or expertise

F. Respect or admiration



**Power is the ability to prevail – and
if you have it, you must, at the
same time, assiduously avoid
taking the privilege seriously.
Best not even to acknowledge it.**

~Barry Diller

3. What Source of Power is Best?

A-1. Use a combination

A-2. Adapt and adjust

B-1. Very high

B-2. Slightly

B-3. Negative



If a man can accept a situation in a place of power with the thought that it's only temporary, he comes out all right. But when he thinks that he is the cause of the power, that can be his ruination.

~Harry S. Truman

4. How Do You Develop Power?

A-1. Complex process

A-2. Planning, experience, and careful execution

B. Conscientious use of techniques

C. Intentional acts of influence

D-1. Physical traits

D-2. Personality characteristics

D-3. External physical factors



**Any time you think you have
influence, try ordering around
someone else's dog.**

~The Cockle Bar

5. What is Empowerment?



- A. Sharing power
- B. Granting decision-making authority
- C. Ownership, productivity, and commitment

Ten Power Positioning Techniques

1. Create a following by establishing a reputation for being credible, reliable, and ethical.
2. Show that you are willing to set goals, take action, and make decisions.
3. Look for ways to become visible by volunteering for special projects that expose your strengths and capabilities.
4. Acquire positions of authority and knowledge.

5. Develop your communication skills and ability to negotiate.
6. Develop commitment by displaying the inner drive that shows you are dedicated to excellence.
7. Network by learning to call on individuals inside and outside your organization who can help you reach your goals.
8. Learn how to be a team player by helping others reach their goals and objectives.
9. Understand your organization by being knowledgeable in the philosophy, politics, communication channels, and structures of the organization.
10. Develop confidence in how others see you by sharpening your public speaking skills and dressing professionally through appropriate attire.

